

1995

September 25, 1995

Staff Senate

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STAFF SENATE

Minutes of Sept. 25, 1995 (Vol. 3, No. 4)

(Minutes are on GOPHER)
and TRN@eiu.min

The meeting was called to order by Staff Senate President Bingham-Porter, at 1:15 p.m., BOG Room, Library.

Present: Sandy Bingham-Porter, Jean Liggett, Jone Zieren, Kathy Cartwright, Teresa Sims, Vickie Gilbert, Bev Pederson, John Flynn, Terry Tomer, Wayne Bosler, Adam Due, Dennis Jones, Anita Thomas, Arlene Kraft
Absent: Vilma Robinson, Sherry McKey, Bob Thomas
Visitors: VPBA Olsen, President Jorns, Steve Huchel, Ryan Hilligoss, Doug Hicks, Jill Clark for Sherry McKey, Tom Leonard, Chap Gallagher, John Ferah, Dave Ferguson, Ron Gholson

I. Correspondence

- A. President's Council Minutes: Sept. 7, 1995 and Sept. 13, 1995.
- B. Memo from Dean Hine stating New Adult Student Admission Policy
- C. Letter to Senator Sims from David Milberg asking for volunteer for Volunteer Task Force.
- D. Letter to President Bingham-Porter from Brenda Sawyer asking for Emergency Sick-leave plan be looked into.

II. Old Business

- A. Approval of Minutes: Motion (Sims/Zieren) to approve Aug. 28, 1995 minutes. Motion approved.
- B. Standing Committees
 1. Personnel Policies, Benefits, and Welfare (Due/Jones/Flynn)
 2. Budget and Planning (Sims/Tomer/Cartwright)
 3. Liaison (Gilbert/Kraft/Zieren)
 4. Staff Outreach (B. Thomas/McKey)
 5. Election (Liggett/A.Thomas/Bosler/Pederson)
- C. Committees
 1. CUPB (Flynn/Tomer)
 2. Volunteer Task Force: A. Thomas will find a volunteer)
 3. Human Resources Learner, Trainee, Apprentice Committee: No information at present.

III. Reports

- A. President Jorns Report-President Jorns reported that Eastern Illinois University was off to a good start this Fall Semester. The Board of Trustees will not be appointed until mid-October. A national problem is the cuts in Financial Aid. The Football team and Women's Soccer team are off to a good start. Senator Flynn asked if he would explain the Awards Incentive Program as listed in the President's Council Minutes. President Jorns stated that they are in very tentative discussions at present but the idea is to have contests between different programs on campus. Senator Sims asked if the Faculty/Staff Club discussed in the President's Council minutes is similar to the University Club. President Jorns stated that this would be a physical place for Faculty and Staff to go; appropriated monies would not be spent on this and it would have to be self-supporting.

IV. New Business

- A. Tom Leonard came to discuss the no smoking policy on campus and to ask the Staff Senate to make a recommendation to amend the no-smoking policy to allow American Indians to do their smudging ceremony in the Union. The sacred pipe

ceremony is very religious and probably would not be done on campus. Smudging (an Indian religious ceremony combining four sacred herbs: sage, sweetgrass, tobacco, and cedar) which are burnt in an abalone shell, known as a "smudge pot." This ceremony cleanses and purifies the body, mind and spirit. The smoke covers the body head to toe and as the smoke rises it releases and takes with it all thoughts and feelings to the creator, in this you are connected to the creator, you are now in a prayer mode and in a sacred manor. Senator Sims asked how big the smudge pot was. Mr. Leonard showed the bowl and the ingredients used, explaining how they were used. Senator Zieren asked how often the ceremony was performed. Mr. Leonard stated that they meet once every two weeks. They have met in various places with no-smoking policies and smudging was done, nothing was said to them. Senator Tomer asked the duration of the ceremony: 30 minutes, less, 10 minutes? Mr. Leonard stated that smudging lasted until everyone was covered; 10 minutes or more; it burns until ceremony is done. Senator Bingham-Porter asked Senator Cartwright if only student organizations were charged a fee or can anyone use the union. Senator Cartwright stated that student organizations are not charged; those organizations not affiliated with EIU are charged. Mr. Leonard stated that another organization he was affiliated with was charged \$20. Senator Flynn asked if all the reservations went through Senator Cartwright's office. She said yes and that the Catholic organization was not allowed to light candles as there was a no open flame policy from the Fire Marshall. Senator Tomer stated that the maintenance of fire alarms was his responsibility and that the Fire Department charges when they come to campus. No more smoke than a cigar has set off the fire alarm. Senator Jones asked about the rooms in the Union and what has been done with ventilators and detectors. Senator Cartwright stated that there was no smoking in any of the rooms. Smoking areas were set up and ventilators are continuously on in McDonalds, outside the Ballroom, and on the 3rd floor outside the Effingham room. The problem with smudging before was the smell. Mr. Leonard stated that Sarah Bush research showed no ill effects from smudging in the past 15 years. Senator Bingham-Porter stated she was concerned about those employees who worked in the Union and had allergies. Could this send them into a larger reaction? Mr. Leonard stated that it would affect them only if they were smudged and doesn't seem to bother those smudged who have allergies. Senator Bingham-Porter asked how he got pure tobacco. Mr. Leonard stated that tobacco directly off the plant was not chemically processed and thus pure. Senator Bingham-Porter asked Mr. Leonard how he got pure tobacco. Mr. Leonard stated that it was sold in stores but he had not been able to get it recently. Senator Tomer asked if there wasn't nicotine in all tobacco. Mr. Leonard replied probably. Senator Jones asked that with the new policy is there any area in the Union or on campus where they can smudge. Senator Cartwright stated that there was no place inside. Mr. Leonard asked about using the Rathskeller after hours to hold their meetings. Senator Cartwright stated that the policy can't be changed for one group. Senator Bingham-Porter stated that this was an open flame and that it couldn't be done anywhere. Senator Cartwright stated that the complaints of the smell from smudging came to her office. Mr. Leonard stated that we should look at being offended from his point of view. He would be offended if someone spit on the sidewalk. He is asking for allowance for Indian rights. It would be like going to a church but not being able to sing or pray. Senator Cartwright asked if Mr. Leonard had checked into a place in the community. Mr. Leonard said no. Senator Jones asked if the students could smoke in their own rooms. Senator Sims stated they could smoke in their own rooms but not in common areas. Senator Tomer said students set off fire alarms from smoking in their rooms. Senator Sims stated she had a concern about the effect on others in the surrounding area. She had a letter

from an employee describing the adverse effect smoking had on her. Mr. Leonard stated that we were talking about a religious ceremony, not smoking of cigarettes and cigars. Senator Bingham-Porter said that others in the building might not wish to breathe the same things you want to breathe. Mr. Leonard stated that the same things were in homes, herbs/flowers/incense. Senator Bingham-Porter stated that an individual may not elect to do in their home or want it in their workplace. Senator Jones asked about using spray deodorants and wondered if sprays were harmful; perhaps the University didn't look closely enough at the no-smoking policy. Senator Flynn stated that every time an exception was made, the Union would be at risk. Senator Cartwright stated that she had been asked by VPSA Hencken to look into smoking policies at traditionally large Indian population universities. She said they talked to North Dakota, North Dakota State, Univ. of Oklahoma, and Univ. of Oklahoma State campuses. They have no-smoking policies in their Unions and the religious question has never come up. Would it be possible to work out a schedule where Mr. Leonard's group could go to someone's home for the smudging and meet on campus for the meeting. Mr. Leonard stated that everyone could smudge before coming to meeting but it would be inconvenient. He talked to Pres. Jorns and VPSA Hencken about trying to recruit American Indians from Illinois. There are 22,000 in Chicago and a natural part of their day is smudging. EIU wants to recruit Indians but tells them they can't follow their smudging tradition. Senator Tomer stated that the rules were made for the majority and do not take in minority viewpoints. Senator Bingham-Porter wanted to know where we would draw the line. Senator Cartwright asked if Mr. Leonard had contacted the Fire Marshall or Safety Officer. Mr. Leonard said no; about contacting other universities; this is not ND, OK, it is Illinois. Staff Senate can contact Illinois Indians about how they feel; try to contact American Indian Community College in Illinois that follows the traditional ways. Senator Jones asked if Senator Cartwright contacted historically Indian universities. Senator Cartwright stated that is why she contacted ND and OK; they have 15% American Indian students. Senator Flynn stated that tribal universities make their own rules. Senator Jones asked if we were comparing tribal universities or state universities. Senator Cartwright stated that we were comparing apples to apples-state universities to state universities.

Motion (Tomer/Flynn) that an exception not be allowed. Senator Kraft stated that smudging was not detrimental to her as a smoker; if enough people were at the meetings, the meeting could be held off-campus. Not all campus organizations can hold their meetings in the Union. Senator Flynn called for the motion. Motion passed: 10 yes, 2 no, 1 abstention.

- B. Emergency Sick-Leave Bank was discussed. Senator Flynn asked how we could legally do this. Senator Bingham-Porter stated that two universities were doing it: U of I and NIU. Senator Sims asked if the bank would use sick leave and/or accrued leave. Senator Flynn said we needed to find out what U of I and NIU policies were. Senator Bingham-Porter said that this would be a good issue for the Personnel Policies, Benefits, and Welfare committee. Senator Sims said she thought it was a good idea/concept. Senator Flynn said he thought it was a good concept but it might be open to abuse. Senator Jones said that it might be a BSW using and an underpaid clerical who put the time in. We might want to look at BOG policies. President Bingham-Porter asked that the Personnel Policies, Benefits, and Welfare committee look into this and report back Oct. 9.
- C. Faculty Senate member Ron Gholson said that the Faculty Senate wanted to have closer ties with the Staff Senate and that one of the three Liaison members from Faculty Senate would attend our meetings. He also asked if President Bingham-

Porter was receiving the Faculty Senate minutes. She said no. He stated that the Faculty Senate would discuss electronically putting the minutes on so that Staff Senate would have access at the next Faculty Senate meeting.

- D. Senator Flynn asked if the letter from Dean Hine was the actual policy. It is.
- E. Senator Jones asked about members on the search committee for Executive Director of Development. President Bingham-Porter stated that VPSA Hencken would be in charge of this search and we will wait for his letter for members. Senate members should think about whether or not they would like to serve on this search.

Meeting Schedule for Staff Senate, BOG Room of Library, 1:00-3:00 p.m., October 9, 1995.

Oct. 23, 1995

Nov. 13, 1995 (Schahrer Room, Union)

Nov. 27, 1995

Dec. 11, 1995

V. Adjournment

The meeting was adjourned at 2:25 p.m. (Flynn/Sims)

Respectfully submitted,

Jean Liggett, Staff Senate Secretary